

















Leadership Expectations in the CIVIL AIR PATROL CADET PROGRAM

	PHASE I The Learning Phase	PHASE II The Leadership Phase	PHASE III The Command Phase	PHASE IV The Executive Phase
ATTITUDE	Displays a positive attitude; optimistic; enthusiastic; is team-orientated	Maintains a positive attitude and encourages good attitudes in others; does not flaunt rank or authority	Conscious of own performance; takes initiative to develop new skills; self-motivated and able to motivate others	Resilient; shows mental discipline in working to achieve long-term goals; welcoming of change; has habit of continual self-improvement
CORE VALUES	Aware of the Core Values; honest; wears uniform properly; practices customs and courtesies	Displays a commitment to the Core Values; promotes team spirit, professionalism, and good sportsmanship as a team leader	Fair, just, and consistent in dealing with subordinates; exercises good judgment in knowing which matters should be referred up the chain	Uses empathy; recognizes how core values relate to new and unfamiliar situations; makes sound and timely decisions independently
COMMUNICATION SKILLS	Listens actively; attentive; asks good questions	Proficient in informal public speaking (ie: in giving directions to and training junior cadets)	Writes and speaks clearly; presents ideas logically; wins through persuasion	Articulate; succinct; persuasive; varies message to fit audience; proficient in explaining complex issues
SENSE OF RESPONSIBILITY	Follows directions; dependable; arrives ready to learn and serve; effective in managing own time	Enforces standards; trustworthy in supervising a small team and leading them in fulfillment of a series of simple tasks; given a plan, is able to carry it out	Given an assignment, takes project from beginning to end; develops appropriate goals, plans, standards, and follows through in execution; demonstrates sense of ownership in all assignments	Completes large projects with little supervision; follows and sets a command intent; self-starter
INTER-PERSONAL SKILLS		Guides and coaches junior cadets; recognizes when junior cadets need help; leads by example; is not a "boss"	Actively mentors NCOs; resolves conflicts fairly; criticizes constructively; dissents respectfully when disagreeing with superiors	Actively develops and mentors cadet officers; adapts leadership style to fit situation; calm under pressure
CRITICAL THINKING			Thinks in advance and plans ahead to meet the unit's short-term needs; imaginative and not tied to old ideas	Sets long-term goals for the unit; imaginative and visionary; recognizes unit's long-term needs; mentally agile when faced with unfamiliar problems
DELEGATION SKILLS			Delegates routine tasks effectively and works through NCOs; keeps people informed; makes expectations clear; supervises work of other leaders	Directs multiple teams and manages multiple tasks; assigns people to right jobs; delegates well and enables others to take charge
PROGRESSION OF CADET GRADES	  	    	   	   
TYPICAL DUTIES FOR PHASE I & II CADETS		← CADET ELEMENT LEADER → ← CADET FLIGHT SERGEANT → ← CADET FIRST SERGEANT →		
TYPICAL DUTIES FOR PHASE III & IV CADETS			← CADET FLIGHT COMMANDER → ← CADET LEADERSHIP OFFICER / CADET AEROSPACE OFFICER →	← CADET EXECUTIVE OFFICER / DEPUTY COMMANDER → ← CADET COMMANDER →